

Department of Labor & Industry
Employment Relations Division

Chris Catlett

Bureau Chief, Safety and Health Bureau

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INJURY PREVENTION I

The Impact of Drug Use on Workplace Safety

AGENDA

Today's talk will (briefly) answer these questions:

- Why discuss safety & prevention now?
- What is the impact of drug use on injury rates?
- Do drug-free workplace programs impact injury rates?
- What laws govern workplace drug use & testing?

WHY SAFETY?

Montana needs to do better at safety!

- ❖ Montana injury rate is ~ 43% higher than the national average*
 - Montana: 6.6 injuries/100 FTEs
 - Nation: 4.6 injuries/100 FTEs
- ❖ Our injury rates directly impact our workers' compensation rates
- ❖ Prevention will be a major force in our future rates

*BLS, 2005

WHY SAFETY? (cont.)

Safety is good business...

- ✓ It's the right thing to do
 - ✓ Protection of our most valuable resource
 - ✓ Cost control
- ✓ It's directly linked to business excellence

DRUG USE:

General Prevalence

Drug Use:

- More than 8% of the population over age 12 used drugs within the past 30 days.
 - Highest use is the 18 to 25 age group—the group entering the work force most rapidly.¹
- 74.8% of all current drug users aged 18 and older were employed in 2005.¹

Alcohol Use:

- More than 8.4% of Americans employed full- and part-time report heavy drinking (≥ 5 drinks on ≥ 5 days within the past 30).
 - The heaviest drinking occurred among persons between the ages of 18 and 25 years.¹¹

Combined Use:

- Of the 11.2 million heavy drinkers in 1997, 30% were also current illicit drug users.²

US DOL website: www.dol.gov

Individual source listings at end of presentation.

DRUG USE:

Prevalence by Group

Drug Use by Group:

- Construction workers (15.6%)
- Sales personnel (11.4%)
- Food preparation, wait staff, and bartenders (11.2%)
- Handlers, helpers, and laborers (10.6%,)
- Machine operators and inspectors (10.5%)
- Protective service workers (3.2%)³

Heavy Alcohol Use by Group:

- Construction workers (17.5%)
- Handlers, helpers, and laborers (15.7%)
- Machine operators and inspectors (13.5%)
- Transportation and material movers (13.1%)
- Precision production and repair workers (13.1%)
- Food preparation, wait staff and bartenders (12.2%)³

According to a national survey conducted by the Hazelden Foundation, more than 60% of adults know people who have gone to work under the influence of drugs or alcohol.⁴

DRUG USE:

Cost to business

❑ \$81.6 Billion in lost productivity (1990)

❑ Full-time workers 18-49 who reported current drug use were:

- 2 times as likely to have an unexcused absence in the last 30 days;
- 2 times as likely to have had 3 or more jobs in the last year;
- 2 times as likely to have quit work; and
- 3 times as likely to have been fired.

DRUG USE:

Cost to business (cont.)

A National Institute on Drug Abuse (NIDA) study stated drug-using employees are:

- 2.2 times more likely to request early dismissal or take time off;
- 2.5 times more likely to have absences of ≥ 8 days;
- 3 times more likely to be late to work;
- ***3.6 times more likely to be involved in a workplace accident; and***
- ***5 times more likely to file a WC claim.***

DRUG USE:

Cost to business (cont.)

US Postal Service Study

- 2537 workers
- Pre-employment drug screens
 - Blind to management
- Work history followed for ~ 400 days

Results:

- Users' absenteeism 2 times that of non-users;
- Marijuana users left employment earlier, had more accidents and injuries, had a poorer disciplinary record and more absences;
- Cocaine users had significantly more injuries and greater absence; and
- Other drug users had a significantly worse disciplinary record.⁵

BENEFITS OF DRUG-FREE WORKPLACE PROGRAMS

Help business get the right people:

- ❖ Studies like the US Postal service demonstrate benefits of pre-employment screening in predicting longevity, absenteeism, discipline etc.^{5,6}

Help lower injury rates:

- ❖ Drug intervention has lowered injury rates in construction, manufacturing and services (Construction most significantly).
- ❖ Construction firms have cut incident rates by 51% two years after implementing drug-free workplaces.⁷

May Impact WC Premiums:

- ❖ Some states offer a 5% WC premium discount for drug-free workplaces.

BENEFITS OF DRUG-FREE WORKPLACE PROGRAMS

Treatment Efficacy:

The Ohio Department of Alcohol and Drug Addiction Services conducted a follow-up survey of 668 substance abuse treatment residents one year after completing treatment.

✓ The Study found:

- ✓ Absenteeism decreased by 89%;
- ✓ Tardiness decreased by 92%; and
- ✓ *On-the-job injuries decreased by 57%.⁸*

BENEFITS OF DRUG-FREE WORKPLACE PROGRAMS

Testing Program Cost/Benefit:

- Factors include use prevalence in subject population;
- Cost of testing; and
- Injury rates.

PROGRAM COST EXAMPLE

Program Cost Example:

- Lang Masonry Contractors & EZ Grout Corporation in Waterford, Ohio (90 people)
 - \$55 per test
 - ~\$1,430 on pre-employment screening in 1st half of year;
 - ~\$3,500 for random drug testing for the year; and
 - ~\$3,150 in drug-free workplace training.

DRUG TESTING LAWS

Laws are limited regarding mandating drug testing.

Some states do mandate testing for safety significant jobs.

Federal Motor Carrier regulations require post-accident testing.

Many states have laws regarding how testing may be done.

DRUG TESTING LAWS (cont.)

State	Law
Montana	Montana Workforce Drug and Alcohol Testing Act outlines requirements for qualified testing programs and allowable procedures.
Arkansas	Arkansas Code Annotated has provisions for voluntary drug-free workplace programs and offers a minimum 5% WC premium reduction (unless proven actuarially unsound).

DRUG TESTING LAWS (cont.)

State	Law
Kansas	Public employer drug screening program for safety-sensitive positions.
Kentucky	Required drug testing for miners certified under KRS Chapters 351 and 352. WC premium discount for companies with a compliant drug testing program (minimum of 5% if actuarially sound).

QUESTIONS

This presentation along with other workers' compensation study information is located on our project website:

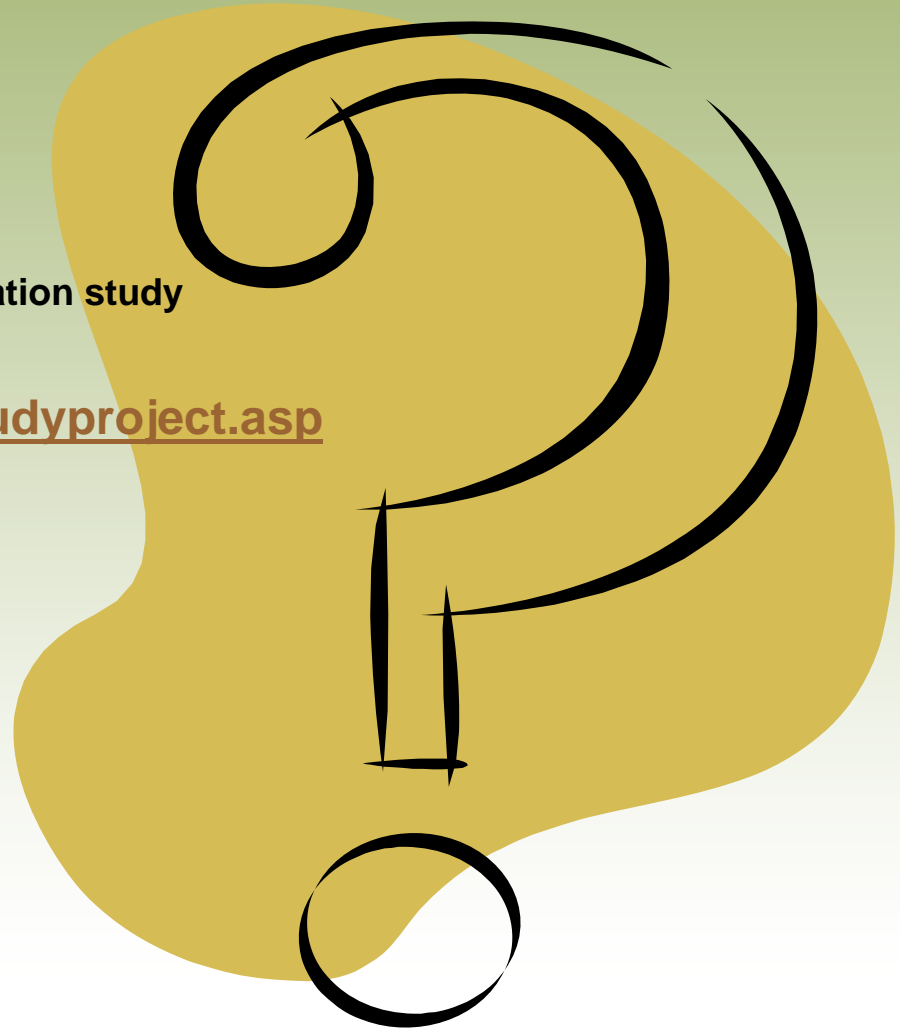
<http://erd.dli.mt.gov/wcstudyproject/wcstudyproject.asp>

Contact Information:

Chris Catlett

(406) 444-1605

CCatlett@mt.gov



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US Bureau of Labor Statistics: www.bls.gov

US DOL website: www.dol.gov